GSA

GENERAL SERVICES AGENCY

(Ahensian Setbision Hinirat)
Government of Guam

148 Route 1 Marine Drive, Piti Guam 96915

Tel: 475-1713 * Telefax: 472-4217; 475-1716; 475-1727

Accountability

Impartiality

Competence

Openness

Value

INVITATION FOR BID NO.: GSA-140-15

*

GSA-140-1

DESCRIPTION:

LEASE OF SPORTS UTILITY VEHICLE (SUV)

SPECIAL REMINDER TO PROSPECTIVE BIDDERS

Bidders are reminded to read the Sealed Bid Solicitation and Instructions, and General Terms and Conditions attached to the IFB to ascertain that all of the following requirements checked below are submitted in the bid envelope, in duplicate, at the date and time for bid opening.

- (✓) BID GUARANTEE (15% of Bid Amount) May be in the form of;
 - Reference #11 on the General Terms and Conditions
 - a. Cashier's Check or Certified Check
 - b. Letter of Credit
 - c. Surety Bond Valid only if accompanied by:
 - 1. Current Certificate of Authority issued by the Insurance Commissioner;
 - 2. Power of Attorney issued by the Surety to the Resident General Agent;
 - 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.
- (✓) BROCHURES/DESCRIPTIVE LITERATURE;
- (✓) AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION
 - a. Date of signature of the person authorized to sign the bid and the notary date must be the same.
- (✓) OTHER REQUIREMENTS:

Non-Collusion Affidavit, D.O.L. Wage Determination Affidavit, Restriction against Sexual Offenders Affidavit, No Kickbacks or Gratuities Affidavit and Ethical Standards Affidavit, and Affidavit re Contingent Fees, Current Business License

This reminder must be signed and returned in the bid envelope together with the bid. Failure to comply with the above requirements may be cause for disqualification and rejection of the bid.

On this	day of	, 2015, I,	
authorized representation authorized represe	resentative of espective bidders with the above	e referenced IFB.	acknowledge receipt of this special
	_	Bidder Represe	entative's Signature

Address

Invitation for Bid: GSA-140-15

LEASE OF SPORTS UTILITY VEHICLE (SUV)

ACKNOWLEDGEMENT RECEIPT FORM

Please be advised that to be considered a prospective bidder you must fill out this Acknowledgement receipt form. Please submit by fax form to <u>475-1727</u>

Acknowledgement Receipt Form must be submitted no later than three (3) days upon receipt of IFB

package.

Name

Signature

Date

Time

Contact Number

Fax Number

Contact Person regarding IFB

Title

E-Mail Address

Company/Firm

Note: GSA recommends that prospective bidders register current contact Information with GSA to ensure they receive any notices regarding any changes or update to the IFB. The procuring agency and GSA will not be liable for failure to provide notice to any party who did not register current contact information.

All questions and concerns in regards to this bid must be submitted to the **General Service Agency** via facsimile by <u>September 18, 2015</u> before close of business at 5:00 p.m.

INVITATION FOR BID

ISSUING OFFICE:

CLAUDIA S. ACFALLE Chief Procurement Officer GENERAL SERVICES AGENCY GOVERNMENT OF GUAM 148 ROUTE 1, MARINE DRIVE PITI, GUAM 96915

DATE ISSUED: 9/11/2015	. BID INVITATION NO: GSA-140-15
BID FOR: LEASE OF SPORTS UTILITY	Y VEHICE (SUV)
SPECIFICATION: SEE ATTACHED	
DESTINATION: DEPARTMENT O	F PUBLIC HEALTH & SOCIAL SERVICES
	D Days Upon Receipt of Purchase Order. For a period of One (1) year with an years, on a year to year basis upon availability of funds.
INSTRUCTION TO BIDDERS:	
INDICATE WHETHER: INDIV	VIDUAL PARTNERSHIP CORPORATION .
INCORPORATED IN:	
This bid shall be submitted in duplicate and seale opened. Bid submitted after the time and date Solicitation for details.	d to the issuing office above no later than (Time) <u>9AM</u> Date: <u>9/29/15</u> and shall be publicly especified above shall be rejected. See attached General Terms and Conditions, and Sealed Bid
the schedule provided, unless otherwise specific	in the time specified, the articles and services at the price stated opposite the respective items listed on ed by the bidder. In consideration to the expense of the Government in opening, tabulating, and ations, the undersigned agrees that this bid remain firm and irrevocable within <u>60</u> calendar days from ich prices are quoted.
NAME AND ADDRESS OF BIDDER:	SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS BID:
	· · · · · · · · · · · · · · · · · · ·
*	
AWARD: CONTRACT NO.:	AMOUNT: DATE:
ITEM NO(S).	AWARDED:
	CONTRACTING OFFICER:
	CLAUDIA S. ACFALLE
	Chief Procurement Officer
NAME AND ADDRESS OF CONTRACTO	OR: SIGNATURE AND TITLE OF PERSON AUTHORIZED TO SIGN THIS CONTRACT:

AFFIDAVIT RE ETHICAL STANDARDS

CITY OF				
. · ·) ss.				
ISLAND OF GUAM)				
	and the state of t		8	
	state nar	ne of affiant sign	ing below], being	g first duly sworn,
deposes and says that:				
The affiant is		state one	of the following:	the offeror, a partner
of the offeror, an officer of the offeror] male		ing identified bid	d or proposal. T	o the best of affiant's
knowledge, neither affiant nor any officers, knowingly influenced any government of G	representatives Suam employes	s, agents, subco e to breach any	ntractors or emp of the ethical st	andards set forth in 5
GCA Chapter 5, Article 11. Further, affiant	promises that r	neither he or she	, nor any officer,	representative, agent,
subcontractor, or employee of offeror will keep thical standards set forth in 5 GCA Chap				
Division 4 § 11103(b).				The state of the s
		- <u>-</u>		
*	- n ()		*	
*	Signature of o	ne of the following	ng: eror is an individual	l·
		Partner, if the offe	eror is a partnershi	ip;
¥ v	. 4	Officer, if the offe	ror is a corporation	1.
	(a) (a)		,	
• • •				
				ž.
Subscribed and sworn to before me				3
this day of, 201		1.1 8	w 1	
<i>J</i> 1,	10-3			

NOTARY PUBLIC
My commission expires

AFFIDAVIT re NO GRATUITIES or KICKBACKS

CITY OF)
ISLAND OF GUAM)
[state name of affiant signing below], being first duly
sworn, deposes and says that:
1. The name of the offering firm or individual is [state name of offeror company Affiant is [state one of the
following: the offeror, a partner of the offeror, an officer of the offeror] making the foregoing identified bid o proposal.
2. To the best of affiant's knowledge, neither affiant, nor any of the offerors officers, representatives agents, subcontractors, or employees have violated, are violating the prohibition against gratuities and kickbacks set forth in 2 GAR Division 4 § 11107(e). Further, affiant promises, on behalf of offeror, not to violate the prohibition against gratuities and kickbacks as set forth in 2 GAR Division 4 § 11107(e).
3. To the best of affiant's knowledge, neither affiant, nor any of the offerors officers, representatives agents, subcontractors, or employees have offered, given or agreed to give, any government of Guam employee or former government employee, any payment, gift, kickback, gratuity or offer of employment in connection with the offerors proposal.
4. I make these statements on behalf of myself as a representative of the offeror, and on behalf of the offerors officers, representatives, agents, subcontractors, and employees.
Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me
Subscribed and sworn to before me
this day of, 201
effect.
NOTARY PUBLIC
My commission expires,

Special Provisions

Restriction against Sex Offenders Employed by service providers to Government of Guam from working on Government Property.

If a contract for services is awarded to the bidder or offeror, then the service provider must warranty that no person in its employment who has been convicted of a sex offense under the provisions of chapter 25 of Title 9 of Guam code Annotated or of an offense defined in Article 2 of chapter 28 of Title 9 of the Guam Code annotated, or who has been convicted in any other jurisdiction of an offense with the same elements as heretofore defined, or who is listed on the Sex Offender Registry, shall provide services on behalf of the service provider while on government of Guam property, with the exception of public highways. If any employee of a service provider is providing services on government property and is convicted subsequent to an award of a contract, then the service provider warrants that it will notify the Government of the conviction within twenty-four (24) hours of the conviction, and will immediately remove such convicted person from providing services on government property. If the service provider is found to be in violation of any of the provisions of this paragraph, then the government will give notice to the service provider to take corrective action. The service provider shall take corrective action within twenty-four (24) hours of notice from the Government, and the service provider shall notify the Government when action has been taken. If the service providers fail to take corrective steps within twenty-four (24) hours of notice from the Government, then the Government in its sole discretion may suspend temporarily and contract for services until corrective action has been taken.

				Sig	Part	f Bidder poser, if an in ner, if a partn cer, if a corpo	ership;	e
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Subscribed	d and sworn bef	ore me thi	is	day	of		2015	
	¥							
Notary Pul	blic	_			- 1			030

FORM E

DECLARATION RE COMPLIANCE WITH U.S. D.O.L. WAGE DETERMINATION

LEASE OF SPORTS UTILITY VEHICE (SUV)
Name of Offeror Company: hereby certifies under penalty of perjury:
(1) That I am(the offeror, a partner of the offeror, an officer of the offeror) making the bid or proposal in the foregoing identified procurement;
(2) That I have read and understand the provisions of 5 GCA § 5801 and § 5802 which read:
§ 5801. Wage Determination Established.
In such cases where the government of Guam enters into contractual arrangements with a sole proprietorship, a partnership or a corporation ("contractor") for the provision of a service to the government of Guam, and in such cases where the contractor employs a person(s) whose purpose, in whole or in part, is the direct delivery of service contracted by the government of Guam, then the contractor shall pay such employee(s) in accordance with the Wage Determination for Guam and the Northern Mariana Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct delivery of contract deliverables to the government of Guam. The Wage Determination most recently issued by the U.S. Department of Labor at the time of the solution of the
contract is awarded to a contractor by the government of Guam shall be used to determine wages, which shall be paid to employees pursuant to this Article. Should any contract contain a renewal clause, then at the time of renewal adjustments, there shall be made stipulations contained in that contract for applying the Wage Determination, as required by this Article, so that the Wage Determination promulgated by the U.S. Department of Labor on a date most recent to the renewal date shall apply.
§ 5802. Benefits.
In addition to the Wage Determination detailed in this Article, any contract to which this Article applies shall also contain provisions mandating health and similar benefits for employees covered by this Article, such benefits having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor, and shall contain provisions guaranteeing a minimum of ten (10) paid holidays per annum per employee.
(3) That the offeror is in full compliance with 5 GCA \S 5801 and \S 5802, as may be applicable to the procurement referenced herein;
(4) That I have attached the most recent wage determination applicable to Guam issued by the U.S. Department of Labor. [INSTRUCTIONS – Please attach!]
Signature Date

AG Procurement Form 006 (Feb. 16, 2010)

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2147 Daniel W. Simms

Division of | Revision No.: 18

Director

Wage Determinations | Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE FOOTNOTE		RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.50
01012 - Accounting Clerk II		13.53
01013 - Accounting Clerk III		15.59
01020 - Administrative Assistant		17.67
01040 - Court Reporter		15.38
01051 - Data Entry Operator I		10.48
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.06
01070 - Document Preparation Clerk		12.25
01090 - Duplicating Machine Operator		12.25
01111 - General Clerk I		10.29
01112 - General Clerk II		11.28
01113 - General Clerk III		12.32
01120 - Housing Referral Assistant		17.15
01141 - Messenger Courier		10.12
01191 - Order Clerk I		11.23
01192 - Order Clerk II	•	12.25
01261 - Personnel Assistant (Employment) I		. 14.33
01262 - Personnel Assistant (Employment) II		14.90
01263 - Personnel Assistant (Employment) III		16.48
01270 - Production Control Clerk	10	18.34
01280 - Receptionist		9.67
01290 - Rental Clerk		11.10
01300 - Scheduler, Maintenance		13.75
01311 - Secretary I		13.75
01312 - Secretary II	* 4	15.38
01313 - Secretary III		17.15
01320 - Service Order Dispatcher		11.57
01410 - Supply Technician		17.67
01420 - Survey Worker		15.26
01531 - Travel Clerk I		11.61
01532 - Travel Clerk II		12.57
01533 - Travel Clerk III		13.44
01611 - Word Processor I		12.25
01612 - Word Processor II		13.75
01613 - Word Processor III		15.38
05000 - Automotive Service Occupations	*	
05005 - Automobile Body Repairer, Fiberglass		13.34
05010 - Automotive Electrician		13.06
05040 - Automotive Glass Installer	1.	12.10
05070 - Automotive Worker .		12.10
05110 - Mobile Equipment Servicer		8.59
05130 - Motor Equipment Metal Mechanic		13.06
05160 - Motor Equipment Metal Worker		12.10
•6		

05220 05250 05280 05310 05340 05370 05400	- Motor Vehicle Mechanic - Motor Vehicle Mechanic Helper - Motor Vehicle Upholstery Worker - Motor Vehicle Wrecker - Painter, Automotive - Radiator Repair Specialist - Tire Repairer - Transmission Repair Specialist Food Preparation And Service Occupations	13.06 10.12 12.10 12.10 12.37 12.10 7.81 12.10
07010 07041 07042 07070 07130 07210 07260	- Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress Furniture Maintenance And Repair Occupations	10.47 9.54 11.78 7.25 7.78 11.86 7.59
09010 09040 09080 09090 09110 09130	- Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations	14.38 8.85 14.38 10.66 12.51 14.38
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330	- Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations	8.23 8.23 10.99 8.33 8.23 9.14 7.25 8.23 10.33 9.14 9.14
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician - Medical Record Clerk	15.81 15.81 21.70 21.70 13.20 29.85 23.96 23.96 15.81 14.14 15.81 17.63 11.54 14.14 11.82
12190 12195 12210 12221 12222 12223 12224 12235 12236 12250 12280 12305 12311 12312	- Medical Record Technician - Medical Transcriptionist - Nuclear Medicine Technologist - Nursing Assistant I - Nursing Assistant II - Nursing Assistant III - Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist - Radiologic Technologist - Registered Nurse I - Registered Nurse II, Specialist	13.59 14.14 34.75 10.03 11.30 12.31 13.84 15.81 14.14 13.41 13.84 22.64 20.70 25.32 25.32
12314 12315 12316 12317 13000 - 13011 13012	- Registered Nurse III - Registered Nurse III, Anesthetist - Registered Nurse IV - Scheduler (Drug and Alcohol Testing) Information And Arts Occupations - Exhibits Specialist I - Exhibits Specialist II - Exhibits Specialist III	30.64 30.64 36.72 19.59 15.06 18.66 22.83

13041	- Illustrator I	15.06
	- Illustrator II	18.66
	- Illustrator III	22.83
13047	- Librarian	20.66
13050	- Library Aide/Clerk	12.00
	- Library Information Technology Systems	18.66
		18.66
Admini	strator	
13058	- Library Technician	15.06
	- Media Specialist I	13.46
	- Media Specialist II	15.06
13063	- Media Specialist III	16.80
	- Photographer I	12.82
		14.32
	- Photographer II	
13073	- Photographer III	17.75
13074	- Photographer. IV	21.73
	- Photographer V	26.30
	- Video Teleconference Technician	12.91
14000 -	Information Technology Occupations	
14041	- Computer Operator I	13.65
	- Computer Operator II	15.76
	- Computer Operator III	17.56
14044	- Computer Operator IV	19.50
	- Computer Operator V	21.81
		15.73
	- Computer Programmer I (see 1)	
14072	- Computer Programmer II (see 1)	19.50
14073	- Computer Programmer III (see 1)	23.84
	- Computer Programmer IV . (see 1)	
		04 00
	- Computer Systems Analyst I (see 1)	24.23
14102	- Computer Systems Analyst II. (see 1)	
	- Computer Systems Analyst III (see 1)	
		13.65
	- Peripheral Equipment Operator	
14160	- Personal Computer Support Technician	19.50
15000 -	Instructional Occupations	
	- Aircrew Training Devices Instructor (Non-Rated)	24.23
		29.32
	- Aircrew Training Devices Instructor (Rated)	
15030	- Air Crew Training Devices Instructor (Pilot)	33.30
15050		24.23
	- Computer Based Training Specialist / Instructor	24.23
15060	- Computer Based Training Specialist / Instructor - Educational Technologist	24.23 22.82
15060 15070	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot)	24.23 22.82 33.30
15060 15070	- Computer Based Training Specialist / Instructor - Educational Technologist	24.23 22.82
15060 15070 15080	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist	24.23 22.82 33.30
15060 15070 15080 15090	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor	24.23 22.82 33.30 20.47 17.65
15060 15070 15080 15090 15095	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer	24.23 22.82 33.30 20.47 17.65 21.58
15060 15070 15080 15090 15095	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor	24.23 22.82 33.30 20.47 17.65 21.58 13.87
15060 15070 15080 15090 15095 15110	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer	24.23 22.82 33.30 20.47 17.65 21.58
15060 15070 15080 15090 15095 15110 15120	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor	24.23 22.82 33.30 20.47 17.65 21.58 13.87
15060 15070 15080 15090 15095 15110 15120 16000 -	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations	24.23 22.82 33.30 20.47 17.65 21.58 13.87
15060 15070 15080 15090 15095 15110 15120 16000 -	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.86
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.34 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.86
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.34 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 -	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 -	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room)	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 8.08 8.08 10.33 8.46
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 - 19010 19040	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 8.08 8.08 8.08
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16130 16160 16130 16160 16220 16250 19000 - 19010 19040 21000 -	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16130 16160 16130 16160 16220 16250 19000 - 19010 19040 21000 -	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 8.08 8.08 10.33 8.46
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 -	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 9.86 10.33 8.46 14.49 18.20
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Machine, Dry-cleaning - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 9.34 8.08 10.33 8.46 14.49 18.20 12.49 18.34
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 18.34
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Machine, Dry-cleaning - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 18.34 10.65
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Dry-cleaning - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker - Materials Handling And Packing Occupations - Forklift Operator - Material Expediter - Material Handling Laborer - Order Filler	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 18.34 10.65
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 21020 21030 21040 21050 21071 21080	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Machine, Dry-cleaning - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing)	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21020 21030 21040 21050 21071 21080 21110	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Filot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Machine, Dry-cleaning - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine-Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker - Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine Tool Operation And Repair Occupations - Machine Tool Operator (Tool Room) - Tool And Die Maker - Material Handling And Packing Occupations - Forklift Operator - Material Expediter - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping Packer	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Filot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Machine, Dry-cleaning - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine-Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker - Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.86 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33 13.33 13.33
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker - Materials Handling And Packing Occupations - Forklift Operator - Material Expediter - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping/Receiving Clerk - Store Worker I	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16090 16110 16130 16160 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine Tool Operator (Tool Room) - Tool And Die Maker - Materials Handling And Packing Occupations - Forklift Operator - Material Expediter - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk	24.23 22.82 33.30 20.47 17.65 21.58 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.86 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33 13.33 13.23 18.58
15060 15070 15080 15090 15095 15110 15120 16000 - 16010 16030 16040 16070 16110 16130 16160 16120 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210	- Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor - Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler - Counter Attendant - Dry Cleaner - Finisher, Flatwork, Machine - Presser, Hand - Presser, Machine, Dry-cleaning - Presser, Machine, Shirts - Presser, Machine, Wearing Apparel, Laundry - Sewing Machine Operator - Tailor - Washer, Machine - Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker - Materials Handling And Packing Occupations - Forklift Operator - Material Expediter - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping/Receiving Clerk - Store Worker I	24.23 22.82 33.30 20.47 17.65 21.58 13.87 13.87 8.08 8.08 9.34 8.08 8.08 8.08 8.08 9.86 10.33 8.46 14.49 18.20 12.49 18.34 10.65 9.66 12.49 13.33 13.33 13.33 13.33

			echanics And Maintenance And Repair Occupations	
				20.69 19.70
				20.69
				21.74
				13.70
				18.50
				16.09
				17.38 14.49
			Appliance Mechanic Bicycle Repairer	9.74
				15.43
				13.00
				13.55
				14.99
			The state of the s	14.72
				15.05
				18.31 12.60
				15.43
				11.67
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	23312	-		13.01
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			· · · · · · · · · · · · · · · · · · ·	19.70
				16.09 17.38
			oreans saffare simple name	11.67
				13.55
				15.43
				15.76
	Mechar			
				16.55
			c (Research Facility)	15.15
			2	13.73
				15.43
				14.49
				10.65
	23510	_	Locksmith	
				14.49
		-		17.38
	23550	_	Machinist, Maintenance	17.38 15.43
	23550 23580	- - -	Machinist, Maintenance Maintenance Trades Helper	17.38 15.43 9.92
	23550 23580 23591		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I	17.38 15.43 9.92 15.43
	23550 23580 23591 23592		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II	17.38 15.43 9.92
	23550 23580 23591 23592 23593		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III	17.38 15.43 9.92 15.43 16.41
	23550 23580 23591 23592 23593 23640		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38
	23550 23580 23591 23592 23593 23640 23710 23760		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55
	23550 23580 23591 23592 23593 23640 23710 23760 23790		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810 23820		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810 23820 23850		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810 23820 23850 23870		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810 23820 23850 23870 23890 23910		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 13.55
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810 23820 23850 23870 23890 23910 23931		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic I	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 13.55 15.21 13.55 19.01
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810 23820 23850 23870 23890 23910 23931 23932		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Milwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic I Telecommunications Mechanic II	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 13.55 15.21 13.55 19.01 19.76
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23820 23850 23850 23870 23890 23910 23931 23932 23950		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic I Telecommunications Mechanic II Telephone Lineman	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 15.21 13.55 19.01 19.76 18.24
	23550 23580 23591 23592 23593 23640 23710 23760 23790 23810 23850 23850 23870 23890 23910 23931 23931 23932 23950 23960		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic I Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.21 13.55 19.01 19.76 18.24 14.66
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23850 23870 23890 23890 23931 23931 23932 23950 23960 23965		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 15.21 13.55 19.01 19.76 18.24
	23550 23591 23592 23593 23640 23710 23760 23790 23820 23850 23870 23890 23910 23931 23932 23950 23960 23960 23960 23980		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 15.43 15.43 14.38 15.43 15.44 16.46 16.54 16.43 16.43 16.43 16.44 16.44 16.44 16.44 16.45 16.
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23850 23870 238910 23931 23932 23950 23960 23965 23970 23980	- - - - - - - - - - - - - - - - - - -	Machinist, Maintenance Maintenance Trades Helper Metrology Technician II Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 13.55 19.01 19.76 18.24 14.66 15.43 15.43 11.67
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23850 23870 23890 23910 23931 23932 23950 23960 23965 23970 23980	- - - - - - - - - - - - - - - - - - -	Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 13.55 19.01 19.76 18.24 14.66 15.43 11.67
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23850 23870 23890 23910 23931 23932 23950 23960 23965 23970 23980 1000 - 24570 24580	- - - - - - - - - - - - - - - - - - -	Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 15.43 11.67
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23850 23870 23890 23910 23931 23932 23950 23965 23960 23965 23970 23980	- - - - - - - - - - - - - - - - - - -	Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 13.55 19.01 19.76 18.24 14.66 15.43 11.67
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23820 23850 23870 23890 23910 23931 23932 23950 23960	- - - - - - - - - - - - - - - - - - -	Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide Family Readiness And Support Services	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 15.43 11.67
	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23850 23870 23890 23910 23931 23932 23950 23960 23965 23970 23980 23965 23970 24570 24580 24610 24620 Coord		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic I Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide Family Readiness And Support Services ator	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 13.55 19.01 19.76 18.24 14.66 15.43 11.67
24	23550 23580 23591 23592 23593 23640 23710 23760 23850		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide Family Readiness And Support Services ator Homemaker lant And System Operations Occupations	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.21 13.55 19.01 19.76 18.24 14.66 15.43 11.67 10.09 12.58 12.44 16.12
24	23550 23580 23591 23592 23593 23640 23710 23760 23850 23850 23850 23850 23850 23850 23850 23850 23850 23960 23931 23932 23950 23965 23965 23965 23965 23965 23965 23965 23965 23965 23965 23960 24660 24660 24630 25010		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic I Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide Family Readiness And Support Services ator Homemaker lant And System Operations Occupations Boiler Tender	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 11.67 10.09 12.58 12.44 16.12 15.43
24	23550 23580 23591 23592 23593 23640 23710 23760 23850 23850 23850 23850 23850 23850 23850 23850 23850 23960 23965		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician III Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide Family Readiness And Support Services ator Homemaker lant And System Operations Occupations Boiler Tender Sewage Plant Operator	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 11.67 10.09 12.58 12.43 12.44 16.12 15.43 14.49
24	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23870 23890 23890 23931 23932 23950 23965 23960 23965 23960 23965 23970 24570 24580 24610 24620 24630 5000 - 25010 25040 25070		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic I Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide Family Readiness And Support Services ator Homemaker lant And System Operations Occupations Boiler Tender Sewage Plant Operator Stationary Engineer	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 15.43 17.67 10.09 12.58 12.43 12.44 16.12 15.43 14.49 15.43
24	23550 23580 23591 23592 23593 23640 23710 23760 23820 23850 23870 23890 23931 23932 23950 23960 24660 24660 24660 24660 256000 256000 256000 256000 256000 25600 2		Machinist, Maintenance Maintenance Trades Helper Metrology Technician I Metrology Technician II Metrology Technician III Millwright Office Appliance Repairer Painter, Maintenance Pipefitter, Maintenance Plumber, Maintenance Plumber, Maintenance Pneudraulic Systems Mechanic Rigger Scale Mechanic Sheet-Metal Worker, Maintenance Small Engine Mechanic I Telecommunications Mechanic II Telecommunications Mechanic II Telephone Lineman Welder, Combination, Maintenance Well Driller Woodcraft Worker Woodworker ersonal Needs Occupations Child Care Attendant Child Care Center Clerk Chore Aide Family Readiness And Support Services ator Homemaker lant And System Operations Occupations Boiler Tender Sewage Plant Operator Stationary Engineer	17.38 15.43 9.92 15.43 16.41 17.37 15.43 14.38 13.55 15.32 14.38 15.43 15.43 15.43 15.43 15.43 15.43 11.67 10.09 12.58 12.43 12.44 16.12 15.43 14.49

27000 -	Protective Service Occupations	
		10.90
	- Baggage Inspector	7.35
		12.05
		12.05
		10.90
		12.05
		12.05
	- Guard I	7.37
		10.90
		12.05
		13.40
28000 -	Recreation Occupations	
28041	- Carnival Equipment Operator	9.53
28042	- Carnival Equipment Repairer	10.08
28043	- Carnival Equipment Worker	7.78
28210		13.18
		11.01
	THE INTERPOLE VIEW IN	14.74
		10.76
		18.26
		11.74
		17.71
	Stevedoring/Longshoremen Occupational Services	
		15.20
		15.20
		15.20
	3/15/	14.22
		16.25
	Technical Occupations	05 77
		35.77
		24.66
	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16 17.49
		19.56
	- Archeological Technician II - Archeological Technician III	24.21
31111/3	- Archeological Technician III	
30030	- Cartographic Technician	23.18
30030° 30040	- Cartographic Technician - Civil Engineering Technician	23.18 21.93
30030 30040 30061	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I	23.18 21.93 17.49
30030 30040 30061 30062	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II	23.18 21.93 17.49 19.56
30030 30040 30061 30062 30063	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III	23.18 21.93 17.49 19.56 20.74
30030 30040 30061 30062 30063 30064	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV	23.18 21.93 17.49 19.56 20.74 24.21
30030 30040 30061 30062 30063 30064 30081	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I	23.18 21.93 17.49 19.56 20.74 24.21 14.62
30030 30040 30061 30062 30063 30064 30081 30082	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41
30030 30040 30061 30062 30063 30064 30081 30082 30083	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician III	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36
30030 30040 30061 30062 30063 30064 30081 30082 30083 30084	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician IIII - Engineering Technician IIII - Engineering Technician IV	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34
30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician IIII - Engineering Technician IIII - Engineering Technician IV - Engineering Technician IV - Engineering Technician IV - Engineering Technician V	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83
30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician IIII - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34
30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician IIII - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician VI - Engineering Technician VI - Environmental Technician	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66
30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30090 30210	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician IIII - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician VI - Engineering Technician VI - Environmental Technician - Laboratory Technician	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10
30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30090 30210 30240	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician IIII - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician VI - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74
30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30090 30210 30240 30361	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician III Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant I	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34
30030 30040 30061 30062 30063 30084 30082 30083 30084 30086 30090 30210 30240 30361 30362	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34 19.06
30030 30040 30061 30062 30063 30084 30082 30083 30084 30085 30086 30090 30210 30240 30361 30362 30363	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician III - Engineering Technician III Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant I	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34 19.06 21.53
30030 30040 30061 30062 30063 30084 30082 30083 30084 30085 30090 30210 30240 30361 30362 30363 30364	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician VI - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34 19.06 21.53 26.35
30030° 30040° 30061° 30062° 30063° 30084° 30082° 30086° 30086° 30090° 30210° 30240° 30361° 30362° 30363° 30364° 30390°	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IIII - Paralegal/Legal Assistant IV	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34 19.06 21.53 26.35 30.80 21.93 22.17
30030° 30040° 30061° 30062° 30063° 30081° 30082° 30083° 30086° 30090° 30210° 30240° 30361° 30362° 30363° 30364° 30390° 30461°	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician VI - Environmental Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34 19.06 21.53 26.35 30.80 21.93 22.17 27.10
30030° 30040° 30061° 30062° 30063° 30081° 30082° 30083° 30084° 30085° 30090° 30210° 30240° 30361° 30362° 30363° 30364° 30390° 30461° 30462° 30463°	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III - Engineering Technician IV - Engineering Technician IV - Engineering Technician V - Engineering Technician V - Engineering Technician V - Engineering Technician IV - Engineering Technician III - Paralegal/Legal Assistant I - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer II - Technical Writer II - Technical Writer III	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34 19.06 21.53 26.35 30.80 21.93 22.17 27.10 32.79
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30030° 30040° 30061° 30062° 30063° 30081° 30082° 30083° 30084° 30085° 30086° 30090° 30210° 30240° 30361° 30362° 30363° 30364° 30364° 30364° 30364° 30462° 30463° 30491° 30492°	- Cartographic Technician - Civil Engineering Technician - Drafter/CAD Operator I - Drafter/CAD Operator II - Drafter/CAD Operator III - Drafter/CAD Operator IV - Engineering Technician I - Engineering Technician II - Engineering Technician III Engineering Technician IV - Engineering Technician V - Engineering Technician - Laboratory Technician - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Photo-Optics Technician - Technical Writer II - Technical Writer II - Technical Writer III - Unexploded Ordnance (UXO) Technician II	23.18 21.93 17.49 19.56 20.74 24.21 14.62 16.41 18.36 22.34 27.83 33.66 21.10 20.74 23.34 19.06 21.53 26.35 30.80 21.93 22.17 27.10 32.79 22.74 27.51
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31361	-	Truckdriver, Light	8.97
		Truckdriver, Medium	11.61
31363	-	Truckdriver, Heavy	12.48
31364	-	Truckdriver, Tractor-Trailer	12.48
99000 -	M	iscellaneous Occupations .	
99030	-	Cashier · .	7.46
99050	-	Desk Clerk	9.70
99095	_	Embalmer	22.74
99251	-	Laboratory Animal Caretaker I .	16.24
99252	_	Laboratory Animal Caretaker II	17.04
99310	-	Mortician	22.74
99410	_	Pest Controller	13.28
99510	-	Photofinishing Worker	11.95
99710	-	Recycling Laborer	10.76
99711	-	Recycling Specialist	16.27
99730	-	Refuse Collector	10.24
99810	-	Sales Clerk · · · · · · · · · · · · · · · · · · ·	8.95
. 99820	-	School Crossing Guard	15.03
99830	-	Survey Party Chief	20.30
99831	-	Surveying Aide	11.54
99832	-	Surveying Technician	15.00
.99840	_	Vending Machine Attendant	20.19
99841	_	Vending Machine Repairer	23.57
99842	-	Vending Machine. Repairer Helper	20.19
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s). \cdot
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work:
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- · 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

AFFIDAVIT re NON-COLLUSION

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1. The name of the offe	ering company or individual is [<i>state name of company</i>]
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offeror's officers, representatives, agents, si	ubcontractors, and employees.
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	Signature of one of the following: Offeror, if the offeror is an individual; Partner, if the offeror is a partnership; Officer, if the offeror is a corporation.
Subscribed and sworn to before me	
this, day of, 201	
NOTARY PUBLIC My commission expires,	

AFFIDAVIT DISCLOSING OWNERSHIP and COMMISSION

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	the offeror and that [please	check only onej.			
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AG Procurement Form 007 (Jul. 15, 2010)

GOVERNMENT OF GUAM

GENERAL SERVICES AGENCY 148 Route 1, Marine Corp. Drive Piti, Guam 96915

BID BOND

NO: ____ KNOW ALL MEN BY THESE PRESENTS that , as Principal hereinafter called the Principal, and (Bonding Company), A duly admitted insurer under the laws of the Territory of Guam, as Surety, hereinafter called the Surety are Held firmly bound unto the Territory of Guam for the sum of Dollars (\$), for Payment of which sum will and truly to be made, the said Principal and the said Surety bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents. WHEREAS, the Principal has submitted a bid for (identify project by number and brief description) NOW, THEREFORE, if the Territory of Guam shall accept the bid of the Principal and the Principal shall enter into a Contract with the Territory of Guam in accordance with the terms of such bid, and give such bond or bonds as may be specified in bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Territory of Guam the difference not to exceed the penalty hereof between the amounts specified in said bid and such larger amount for which the Territory of Guam may in good faith contract with another party to perform work covered by said bid or an appropriate liquidated amount as specified in the Invitation for Bids then this obligation shall be null and void, otherwise to remain full force and effect. Signed and sealed this day of (PRINCIPAL) (SEAL) (WITNESS) (TITLE)

(MAJOR OFFICER OF SURETY)

(TITLE)

(RESIDENT GENERAL AGENT)

DOA 113/Rev: 4-1-87

(MAJOR OFFICER OF SURETY)

(TITLE)

INSTRUCTION TO PROVIDERS:

NOTICE to all Insurance and Bonding Institutions:

The Bond requires the signatures of the Vendor, two (2) major Officers of the Surety and Resident General Agent, if the Surety is a foreign or alien surety.

When the form is submitted to General Services Agency, it should be accompanied with copies of The following:

- 1. Current Certificate of Authority to do business on Guam issued by the Department of Revenue and Taxation.
- 2. Power of Attorney issued by the Surety to the Resident General Agent.
- 3. Power of Attorney issued by two (2) major officers of the Surety to whoever is signing on their behalf.

Bonds, submitted as Bid Guarantee, without signatures and supporting documents are invalid and Bids will be rejected.

GOVERNMENT OF GUAM GENERAL TERMS AND CONDITIONS

SEALED BID SOLICITATION AND AWARD

Only those Boxes checked below are applicable to this bid.

- [X] 1. AUTHORITY: This solicitation is issued subject to all the provision of the Guam Procurement Act (5GCA, Chapter 5) and the Guam Procurement Regulations (copies of both are available at the Office of the Complier of laws, Department of Law, copies available for inspection at General Services Agency). It requires all parties involved in the Preparation, negotiation, performance, or administration of contracts to act in good faith.
- [X] 2. **GENERAL INTENTION**: Unless otherwise specified, it is the declared and acknowledged intention and meaning of these General Terms and conditions for the bidder to provide the Government of Guam (Government) with specified services or with materials, supplies or equipment completely assembled and ready for use.
- [X] 3. TAXES: Bidders are cautioned that they are subject to Guam Income Taxes as well as all other taxes on Guam Transactions. Specific information on taxes may be obtained from the Director of Revenue and Taxation.
- [X] 4. **LICENSING**: Bidders are cautioned that the Government will not consider for award any offer submitted by a bidder who has not complied with the Guam Licensing Law. Specific information on licenses may be obtained from the Director of Revenue and Taxation.
- [X] 5. LOCAL PROCUREMENT PREFERENCE: All procurement of supplies and services where possible, will be made from among businesses licensed to do business on Guam in accordance with section 5008 of the Guam Procurement Act (5GCA, Chapter 5) and Section 1-104 of the Guam Procurement Regulations.
- [X] 6. **COMPLIANCE WITH SPECIFICATIONS AND OTHER SOLICITATION REQUIREMENTS**: Bidders shall comply with all specifications and other requirements of the Solicitation.
- [] 7. "ALL OR NONE" BIDS: NOTE: By checking this item, the Government is requesting all of the bid items to be bided or none at all. The Government will not award on an itemized basis.
- [X] 8. **INDEPENDENT PRICE DETERMINATION**: The bidder, upon signing the Invitation for Bid, certifies that the prices in his bid were derived at without collusion, and acknowledge that collusion and anti-competitive practices are prohibited by law. Violations will be subject to the provision of Section 5651 of that of the Guam Procurement Act. Other existing civil, criminal or administrative remedies are not impaired and may be in addition to the remedies in Section 5651 of the Government code.
- [X] 9. **BIDDER'S PRICE**: The Government will consider not more than two (2) (Basic and Alternate) item prices and the bidder shall explain fully each price if supplies, materials, equipment, and/or specified services offered comply with specifications and the products origin. Where basic or alternate bid meets the minimum required specification, cost and other factors will be considered. Failure to explain this requirement will result in rejection of the bid.
- [X] 10. **BID ENVELOPE**: Envelope shall be sealed and marked with the bidder's name, Bid number, time, date and place of Bid Opening.
- [X] 11. BID GUARANTEE REQUIREMENT: Bidder is required to submit a Bid Guarantee Bond or standby irrevocable Letter of Credit or. Certified Check or Cashier's Check in the same bid envelope to be held by the Government pending award. The Bid Guarantee Bond, Letter of Credit, Certified Check or Cashier's Check must be issued by any local surety or banking institution licensed to do business on Guam and made payable to the Treasure of Guam in the amount of fifteen percent (15%) of his highest total bid offer. The Bid Bond must be submitted on Government Standard Form BB-1 (copy enclosed). Personal Checks will not be accepted as Bid Guarantee. If a successful Bidder (contractor) withdraws from the bid or fails to enter into contract within the prescribed time, such Bid guarantee will be forfeited to the Government of Guam. Bids will be disqualified if not accompanied by Bid Bond, Letter of Credit, Certified Check or Cashier's check. Bidder must include in his/her bid, valid copies of a Power of Attorney from the Surety and a Certificate of Authority from the Government of Guam to show proof that the surety company named on the bond instrument is authorized by the Government of Guam and qualified to do business on Guam. For detailed information on bonding matters, contact the Department of Revenue and Taxation. Failure to submit a valid Power of Attorney and Certificate of Authority on the surety is cause for rejection of bid. Pursuant to 5 GCA § 5212, all competitive sealed bidding for the procurement of supplies or services exceeding \$25,000.00 a 15% Bid Security of the total bid price must accompany the bid package. The bid bond, Letter of Credit, Certified Check or Cashier's Check will serve as Bid Security for this procurement.
- [X] 12. **PERFORMANCE GUARANTEE**: Bidders who are awarded a contract under this solicitation, guarantee that goods will be delivered or required services performed within the time specified. Failure to perform the contract in a satisfactory manner may be cause for suspension or debarment from doing business with the Government of Guam. In addition, the Government will hold the Vendor liable and will enforce the requirements as set forth in Section 40 of these General Terms and Conditions.
- [X] 13. **SURETY BONDS**: Bid and Bid Bonds coverage must be signed or countersigned in Guam by a foreign or alien surety's resident general agent. The surety must be an Insurance Company, authorized by the government of Guam and qualified to do business in Guam. Bids will be disqualified if the Surety Company does not have a valid Certificate of Authority from the Government of Guam to conduct business in Guam.
- [X] 14. **COMPETENCY OF BIDDERS**: Bids will be considered only from the such bidders who, in the opinion of the Government, can show evidence of their ability, experience, equipment, and facilities to render satisfactory service.
- [X] 15. **DETERMINATION OF RESPONSIBILITY OF BIDDERS**: The Chief Procurement Officer reserves the right for securing from bidders information to determine whether or not they are responsible and to inspect plant site, place of business; and supplies and services as necessary to determine their responsibility in accordance with Section 15 of these General Terms and Conditions. (2 GAR, Div. 4 § 3116)

G.S.A. Form 112 Revised 8/12

[X] 16. STANDARD FOR DETERMINATION OF LOWEST RESPONSIBLE BIDDER:

In determining the lowest responsible offer, the Chief Procurement Officer shall be guided by the following:

- a) Price of items offered.
- b) The ability, capacity, and skill of the Bidder to perform.
- c) Whether the Bidder can perform promptly or within the specified time.
- d) The quality of performance of the Bidder with regards to awards previously made to him.
- e) The previous and existing compliance by the Bidder with laws and regulations relative to procurement.
- f) The sufficiency of the financial resources and ability of the Bidder to perform.
- g) The ability of the bidder to provide future maintenance and services for the subject of the award.
- h) The compliance with all of the conditions to the Solicitation.
- [X] 17. **TIE BIDS**: If the bids are for the same unit price or total amount in the whole or in part, the Chief Procurement Officer will determine award based on 2 GAR, Div. 4, § 3109(o) (2) or to reject all such bids.
- [X] 18. **BRAND NAMES**: Any reference in the Solicitation to manufacturer's Brand Names and number is due to lack of a satisfactory specification of commodity description. Such preference is intended to be descriptive, but not restrictive and for the sole purpose of indicating prospective bidders a description of the article or services that will be satisfactory. Bids on comparable items will be considered provided the bidder clearly states in his bid the exact articles he is offering and how it differs from the original specification.
- [X] 19. **DESCRIPTIVE LITERATURE**: Descriptive literature(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The literature furnished must clearly identify the item(s) in the Bid. The descriptive literature is required to establish, for the purpose of evaluation and award, details of the product(s) the bidder proposes to furnish including design, materials, components, performance characteristics, methods of manufacture, construction, assembly or other characteristics which are considered appropriate. Rejection of the Bid will be required if the descriptive literature(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the descriptive literature(s) by the time specified in the Solicitation will require rejection of the bid.
- [] 20. **SAMPLES**: Sample(s) of item(s) as specified in this solicitation must be furnished as a part of the bid and must be received at the date and time set for opening Bids. The sample(s) should represent exactly what the bidder proposes to furnish and will be used to determine if the item(s) offered complies with the specifications. Rejection of the Bid will be required if the sample(s) do not show that the product(s) offered conform(s) to the specifications and other requirements of this solicitation. Failure to furnish the sample(s) by the time specified in the Solicitation will require rejection of the Bid.
- [] 21. **LABORATORY TEST**: Successful bidder is required to accompany delivery of his goods with a Laboratory Test Report indicating that the product he is furnishing the Government meets with the specifications. This report is on the bidder's account and must be from a certified Testing Association.
- [X] 22. AWARD, CANCELLATION, & REJECTION: Award shall be made to the lowest responsible and responsive bidder, whose bid is determined to be the most advantageous to the Government, taking into consideration the evaluation factors set forth in this solicitation. No other factors or criteria shall be used in the evaluation. The right is reserved as the interest of the Government may require to waive any minor irregularity in bid received. The Chief Procurement Officer shall have the authority to award, cancel, or reject bids, in whole or in part for any one or more items if he determines it is in the public interest. Award issued to the lowest responsible bidder within the specified time for acceptance as indicated in the solicitation, results in a bidding contract without further action by either party. In case of an error in the extension of prices, unit price will govern. It is the policy of the Government to award contracts to qualified local bidders. The Government reserves the right to increase or decrease the quantity of the items for award and make additional awards for the same type items and the vendor agrees to such modifications and additional awards based on the bid prices for a period of thirty (30) days after original award. No. award shall be made under this solicitation which shall require advance payment or irrevocable letter of credit from the government (2 GAR, Div.4 §1103).
- [] 23. MARKING: Each outside container shall be marked with the Purchase Order number, item number, brief item description and quantity. Letter marking shall not be less than 3/4" in height.
- [] 24. **SCHEDULE FOR DELIVERY**: Successful bidder shall notify the General Services Agency, Telephone Nos. 475-1707 or 475-713, at least twenty-four (24) hours before delivery of any item under this solicitation.
- [] 25. **BILL OF SALE**: Successful supplier shall render Bills of Sale for each item delivered under this contract. Failure to comply with this requirement will result in rejection of delivery. The Bill of Sale must accompany the items delivered but will not be considered as an invoice for payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [] 26. MANUFACTURER'S CERTIFICATE: Successful bidder is required, upon delivery of any item under this contract, to furnish a certificate from the manufacturer indication that the goods meet the specifications. Failure to comply with this request will result in rejection of delivery payment. Supplier shall bill the Government in accordance with billing instructions as indicated on the Purchase Order.
- [X] 27. **INSPECTION**: All supplies, materials, equipment, or services delivered under this contract shall be subject to the inspection and/or test conducted by the Government at destination. If in any case the supplies, materials, equipment, or services are found to be defective in material, workmanship, performance, or otherwise do not conform with the specifications, the Government shall have the right to reject the items or require that they be corrected. The number of days required for correction will be determined by the Government.
- [X] 28. MOTOR VEHICLE SAFETY REQUIREMENTS: The Government will only consider Bids on motor vehicles which comply with the requirements of the National Traffic and Motor Vehicle safety Act of 1966 (Public Law 89-563) and Clean Air Act as amended (Public Law 88-206), that are applicable to Guam. Bidders shall state if the equipment offered comply with these aforementioned Federal Laws.

[X] 29. **SAFETY INSPECTION**: All motor vehicles delivered under this contract must pass the Government of Guam Vehicle Inspection before delivery at destination.

[X] 30. GUARANTEE:

a) Guarantee of Vehicle Type of Equipment:

The successful bidder shall guarantee vehicular type of equipment offered against defective parts, workmanship, and performance, for a period of not less than one (1) year after date of receipt of equipment. Bidder shall also provide service to the equipment for at least one (1) year. Service to be provided shall include, but will not be limited to tune ups (change of spark plugs, contact points and condensers) and lubrication (change of engine and transmission oil). All parts and labor shall be at the expense of the bidder. All parts found defective and not caused by misuse, negligence or accident within the guarantee period shall be repaired, replaced, or adjusted within six (6) working days after notice from the Government and without cost to the Government. Vehicular type of equipment as used in this context shall include equipment used for transportation as differentiated from tractors, backhoes, etc.

b) Guarantee of Other Type of Equipment: .

The successful bidder shall guarantee all other types of equipment offered, except those mentioned in 30a, above, against defective parts, workmanship, and performance for a period of not less than three (3) months after date of receipt of equipment. Bidder shall also provide service to the equipment for at least three (3) months. All parts found defective within that period shall be repaired or replaced by the Contractor without cost to the Government. Repairs, adjustments or replacements of defective parts shall be completed by the contractor within six (6) working days after notice from the Government.

- (c) Compliance with this Section is a condition of this Bid.
- [X] 31. REPRESENTATION REGARDING ETHICS IN PUBLIC PROCUREMENT: The bidder or contractor represents that it has not knowingly influenced and promises that it will not knowingly influence a Government employee to breach any of the ethical standards and represents that it has not violated, is not violating, and promises that it will not violate the prohibition against gratuities and kickbacks set forth on Chapter 11 (Ethics in Public Contracting) of the Guam Procurement Act and in Chapter 11 of the Guam Procurement Regulations.
- [X] 32. **REPRESENTATION REGARDING CONTINGENT FEES**: The contractor represents that it has not retained a person to solicit or secure a Government contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business (GPR Section 11-207).
- [X] 33. **EQUAL EMPLOYMENT OPPORTUNITY**: Contractors shall not discriminate against any employee or applicant of employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that employees are treated equally during employment without regards to their race, color, religion, sex, or national origin.
- [X] 34. **COMPLIANCE WITH LAWS**: Bidders awarded a contract under this Solicitation shall comply with the applicable standard, provisions, and stipulations of all pertinent Federal and/or local laws, rules, and regulations relative to the performance of this contract and the furnishing of goods.
- [] 35. **CHANGE ORDER**: Any order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-03.1 of the Guam Procurement Regulations.
- [X] 36. STOP WORK ORDER: Any stop work order issued relative to awards made under this solicitation will be subject to and in accordance with the provisions of Section 6-101-04.1 of the Guam Procurement Regulations.
- [X] 37. CANCELLATION OF INVITATION FOR BIDS OR REQUEST FOR PROPOSALS: Any Invitation for Bid may be cancelled, or any or all bids or proposals may be rejected in whole or in part as may be specified in the solicitation, when it is in the best interests of the Territory in accordance with regulations promulgated by the Policy Office. The reasons therefor shall be made part of the contract file.
- [X] 38. **TIME FOR COMPLETION**: It is hereby understood and mutually agreed by and between the contractor and the Government that the time for delivery to final destination or the timely performance of certain services is an essential condition of this contract. If the contractor refuses or fails to perform any of the provisions of this contract within the time specified in the Purchase Order (from the date Purchase Order is acknowledged by vendor); then the contractor is in default. Defaults will be treated subject to and in accordance with the provisions of 2 GAR, Div. 4 § 6101(8)
- [X] 39. **JUSTIFICATION OF DELAY**: Bidders who are awarded contracts under this Solicitation, guarantee that the goods will be delivered to their destination or required services rendered within the time specified. If the bidder is not able to meet the specified delivery date, he is required to notify the Chief Procurement Officer of such delay. Notification shall be in writing and shall be receive by the Chief Procurement Officer at least twenty-four (24) hours before the specified delivery date. Notification of delay shall include an explanation of the causes and reasons for the delay including statement(s) from supplier or shipping company causing the delay. The Government reserves the right to reject delay justification if, in the opinion of the Chief Procurement Officer, such justification is not adequate.

- [] 40. **SERVICE-DISABLED VETERAN OWNED BUSINESS PREFERENCE**: Bidding is subject to the policy in favor of Service-Disabled Veteran Owned Business as defined in 5 GCA sections 5011 and 5012.
- [X] 41. LIQUIDATED DAMAGES: When the contractor is given notice of delay or nonperformance as specified in Paragraph 1 (Default) of the Termination for Default Clause of this contract and fails to cure in the time specified, the contractor shall be liable for damages for delay in the amount of one-fourth of one percent (1%) of outstanding order per calendar day from date set for cure until either the territory reasonable obtains similar supplies or services if the contractor is terminated for default, or until the contractor provides the supplies or services if the contractor is not terminated for default. To the extent that the contractor's delay or nonperformance is excused under Paragraph 40 (Excuse for Nonperformance or Delayed Performance) of the Termination for Default Clause of this contract, liquidated damages shall not be due the territory. The contractor remains liable for damages caused other than by delay. 2 GAR, Div. 4 §6101(d).
- [X] 42. PHYSICAL LIABILITY: If it becomes necessary for the Vendor, either as principal, agent or employee, to enter upon the premises or property of the Government of Guam in order to construct, erect, inspect, make delivery or remove property hereunder, the Vendor hereby covenants and agrees to take, use, provide and make all proper, necessary and sufficient precautions, safeguards and protections against the occurrence of any accidents, injuries or damages to any person or property during the progress of the work herein covered, and to be responsible for, and to indemnify and save harmless the Government of Guam from the payment of all sums of money by reason of all or any such accidents, injuries or damages that may occur upon or about such work, and fines, penalties and loss incurred for or by reasons of the violations of any territorial ordinance, regulations, or the laws of Guam or the United States, while the work is in progress. Contractor will carry insurance to indemnify the Government of Guam against any claim for loss, damage or injury to property or persons arising out of the performance of the Contractor or his employees and agents of the services covered by the contract and the use, misuse or failure of any equipment used by the contractor or his employees or agents, and shall provide certificates of such insurance to the Government of Guam when required.
- [X] 43. Contract will be cancelled if funds not appropriated or insufficient, and that government will timely inform contractor. 2 GAR, Div.4 § 3121(e) (1) (C) and 2 GAR, Div.4 § 3121(e)(1)(D).
- [] 44. If cancelled, contractor will be reimbursed unamortized reasonably incurred non-recurring costs. 2 GAR, Div.4 § 3121(e) (1) (G).
- [X] 45. **CONTACT FOR CONTRACT ADMINISTRATION**: If your firm receives a contract as a result of this Solicitation, please designate a person whom we may contact for prompt administration.

Name:	N. VIII I	Title:
Address:	NAME OF THE PARTY	Telephone:
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GOVERNMENT OF GUAM

SEALED BID SOLICITAITON INSTRUCTIONS

1. BID FORMS: Each bidder shall be provided with two (2) sets of Solicitation forms. Additional copies may be provided upon request. Bidders requesting additional copies of said forms will be charged per page in accordance with 5 GCA § 10203 of the Government Code of Guam. All payments for this purpose shall be by cash, certified check or money order and shall be made payable to the General Services Agency (EO 86-24).

2. PREPARATIONS OF BIDS:

- a) Bidders are required to examine the drawings, specifications, schedule, and all instructions. Failure to do so will be at bidder's risk.
- b) Each bidder shall furnish the information required by the Solicitation. The bidder shall sign the solicitation and print or type his name on the Schedule. Erasures or other changes must be initialed by the person signing the bid. Bids signed by an agent are to be accompanied by evidence of this authority unless such evidence has been previously furnished to the issuing office.
- c) Unit price for each unit offered shall be shown and such price shall include packing unless otherwise specified. A total shall be entered in the amount column of the Schedule for each item offered. In case of discrepancies between a unit price and extended price, the unit price will be presumed to be correct.
- d) Bids for supplies or services other than those specified will not be considered. Time, if stated as a number of days, means calendar days and will include Saturdays, Sundays, and holidays beginning the day after the issuance of a Notice to Proceed. Time stated ending on a Saturday, Sunday or Government of Guam legal holiday will end at the close of the next business day.
- 3. EXPLANATION TO BIDDERS: Any explanation desired by a bidder regarding the meaning or interpretation of the Solicitation, drawings, specifications, etc., must be submitted in writing and with sufficient time allowed for a written reply to reach all bidders before the submission of their bids. Oral explanations or instructions given before the award of the contract will not be binding. Any information given to a prospective bidder concerning a Solicitation will be furnished to all prospective bidders in writing as an amendment to the Solicitation if such information would be prejudicial to informed bidders.
- 4. ACKNOWLEDGEMENT OF AMENDMENTS TO SOLICITATIONS: Receipt of an amendment to a Solicitation by a bidder must be acknowledged by signing an acknowledgement of receipt of the amendment. Such acknowledgement must be received prior to the hour and date specified for receipt of bids.

5. SUBMISSION OF BIDS:

- a) Bids and modifications thereof shall be enclosed in sealed envelopes and addressed to the office specified in the Solicitation. The bidder shall show the hour and date specified in the Solicitation for receipt, the Solicitation number, and the name and address of the bidder on the face of the envelope.
- b) Telegraphic bids will not be considered unless authorized by the Solicitation. However, bids may be modified or withdrawn by written or telegraphic notice, provided such notice is received prior to the hour and date specified for receipt (see paragraph 6 of these instructions).
- c) Samples of items, when required, must be submitted within the time specified, unless otherwise specified by the Government, at no expense to the Government. If not destroyed by testing, samples will be returned at bidder's request and expense, unless otherwise specified by the Solicitation.
- d) Samples or descriptive literature should not be submitted unless it is required on this solicitation. Regardless of any Attempt by a bidder to condition the bid, unsolicited samples or descriptive literature will not be examined or tested at the bidder's risk, and will not be deemed to vary any of the provisions of this Solicitation.
- 6. FAILURE TO SUBMIT BID: If no bid is to be submitted, do not return the solicitation unless otherwise specified. A letter or postcard shall be sent to the issuing office advising whether future Solicitations for the type of supplies or services covered by this Solicitation are desired.

7. LATE BID, LATE WITHDRAWALS, AND LATE MODIFICATIONS:

- a) Definition: Any bid received after the time and date set for receipt of bids is late. Any withdrawal or modification of a bid received after the time and date set for opening of bids at the place designated for opening is late (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- b) Treatment: No late bid, late modification, or late withdrawal will be considered unless received before contract award, and the bid, modification, or withdrawal would have been timely but for the action or inaction of territorial personnel directly serving the procurement activity.

DOA Form 295-Revised 2/89

8. DISCOUNTS:

- a) Notwithstanding the fact that prompt payment discounts may be offered, such offer will not be considered in evaluating bids for award unless otherwise specified in the Solicitation. However, offered discounts will be taken if payment is made within the discount period, even though not considered in the evaluation of bids.
- b) In connection with any discount offered, time will be computed from date of delivery and acceptance of the supplies to the destination as indicated in the purchase order or contract. Payment is deemed to be made for the purpose of earning the discount on the date of mailing of the Government check.
- 9. **GOVERNMENT FURNISHED PROPERTY:** No material, labor or facilities will be furnished by the Government unless otherwise provided for in the Solicitation.
- 10. <u>SELLER' INVOICES</u>: Invoices shall be prepared and submitted in quadruplicate (one copy shall be marked "original") unless otherwise specified. Invoices shall be "certified true and correct" and shall contain the following information: Contract and order number (if any), item numbers, description of supplies or services, sizes, quantities, unit prices, and extended total. Bill of lading number and weight of shipment will be shown for shipments made on Government bills of lading.
- 11. RECEIPT, OPENING AND RECORDING OF BIDS: Bids and modifications shall be publicly opened in the presence of one or more witnesses; at the time, date, and place designated in the Invitation for Bids. The name of each bidder, the bid price, and such other information as is deemed appropriate by the Procurement Officer, shall be read aloud and recorded, or otherwise made available. The names and addresses of required witnesses shall be recorded at the opening. The opened bids shall be available for public inspection except to the extent the bidder designates trade secrets or other proprietary data to be confidential as set forth in accordance with Section 12, below. Material so designated shall accompany the bid and shall be readily separable from the bid in order to facilitate public inspection of the non-confidential portion of the bid. Prices, makes and models or catalogue numbers of the items offered, deliveries, and terms of payment shall be publicly available at the time of bid opening regardless of any designation to the contrary (Guam Procurement Regulations 2 GAR, Div.4 §3109(k)).
- 12. **CONFIDENTIAL DATA**: If a bidder considers any information submitted in its bid to be confidential, the bidder must identify in writing to the Government those portions which it considers confidential, and must request in writing that those portions be kept confidential. Only trade secrets and proprietary data will be considered confidential. If there is a request for confidentiality, the Government will render a decision on the request as soon as practicable after bids are opened. The Government will advise any bidder requesting confidentiality, of the Government's decision in writing. If the Government does not agree with a bidder's request, then the Government will inform the bidder that it may lodge a protest regarding any part of the Government's decision by following the procedure for protests outlined in Chapter 9 of the Guam Procurement Regulations.
- 13. **PROHIBITION AGAINST GRATUITIES AND KICKBACKS:** With respect to this procurement and any other contract that bidder may have or wish to enter into with the Government, the bidder represents that he/she has not violated, is not violating, and promises that he will not violate the prohibition against gratuities and kickbacks set forth in the Guam Procurement Regulations.
- 14. **STATEMENT OF QUALIFICATIONS:** The ability capacity and skill of the Bidders to perform; Whether the bidder can perform promptly or within the specified time; The quality of performance of the Bidder with regards to awards previously made to him; The sufficiency of the financial resources and ability of the bidders to perform; And the compliance with all of the conditions to the solicitation.

15. WAGE AND BENEFIT COMPLIANCE-CONTRACTORS PROVIDING SERVICES

- (a) Contractor with regard to all person its employs whose purpose in whole or in part is the direct delivery of services contracted for with the Government of Guam in this procurement, shall pay such employees in accordance with the Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct deliverance of deliverables to the government of Guam. 5 GCA § 5801 Contractor shall be responsible for flowing down this obligation to its subcontractors.
- (b) The Wage Determination most recently issued by the U.S. Department of Labor at the time this Agreement was awarded to Contractor shall be used to determine wages and benefits which shall be paid to employees pursuant to this clause. 5 GCA § 5801
- (c) Should any contract contain a renewal clause, then at the time of renewal adjustments there shall be stipulations contained in that contract for applying the Wage Determination, so that the Wage Determination promulgated by the U.S Department of Labor on a date most recent to the renewal date shall apply. 5 GCA § 5801
- (d) In addition to the Wage Determination detailed above, health and similar benefits for employees having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor shall apply. Contractor shall pay a minimum of ten (10) paid holidays per annum per employee. 5 GCA § 5802

Any violation of Contractor or its subcontractors obligations of this section shall be investigated by the Guam Department of Labor and may include a monetary penalty assessment by the Guam Department of Labor of no less than One Hundred Dollars (\$100.00) per day, and no more than One Thousand Dollars (\$1,000.00) per day, until such time as a violation has been corrected, as well as the payment of all back wages and benefits due. 5 GCA § 5803

(f) In addition to any and all other breach of contract actions the Government of Guam may have under this procurement, in the event there is a violation in the process set forth in subsection (e) above, Contractor may be placed on probationary status by the Chief Procurement Officer of the General Service Agency, or its successor, for a period of one (1) year.

During the probationary status, a Contractor shall not be awarded any contract by any instrumentality of the Government of Guam. A Contractor who has been placed on probationary status, or has been assessed a monetary penalty pursuant to 5 G.C.A. Article 13 Title 5 may appeal such penalty or probationary status to the Superior Court of Guam. 5 GCA § 5804

- (g) Contractor along with all proposed offerors and submitter under this procurement were required to submit a Declaration of Compliance with Wage Determination laws as part of this procurement with a copy of the most recent Wage Determination for Guam and the Northern Marianas Islands issued and promulgated by the U.S. Department of Labor. 5 GCA §5805
- (h) The applicable USDOL Wage Determination Rate Revision (as defined by subsections (b) and (c)) is to this Agreement. Contractor agrees to provide upon written request by the Government of Guam written certification of its compliance with its obligations as part of each invoice, along with the names of any employees, their positions, and detailed wage and benefits paid in keeping with this section. Additionally upon request by Government of Guam the Contractor shall submit source documents as to those individuals provide direct services in part or whole under this Agreement and its payments to them of such wages and benefits

16. Ethical Standards:

With respect to this procurement and any other contract that the Contractor may have, or wish to enter into, with any government of Guam agency, the Contractor represents that it has not knowingly influenced, and promises that it will not knowingly influence, any government employee to breach any of the ethical standards set forth in the Guam Procurement Law and in any of the Guam Procurement Regulations.

17. Prohibition against Contingent Fees:

The Contractor represents that he has not retained any person or agency upon an agreement or understanding for a percentage, commission, brokerage, or other contingent arrangement, except for retention of bona fide employees or bona fide established commercial selling agencies, to solicit or secure this Agreement or any other contract with the government of Guam or its agencies.

18. Contractor's Warranty as to Employees and Sex Offenses. Reference 5 GCA 5253 (b)

Contractor warrants that no person providing services on behalf of the Contractor has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 of GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

Contractor warrants that if any person providing services on behalf of Contractor is convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person will be immediately removed from working at said agency and that the administrator of said agency be informed of such within twenty-four (24) hours of such conviction. Any contactor found in violation of this section, after notice from the Government of Guam, after notice from the contracting authority of such violation, shall within twenty-four (24) hours, take corrective action and shall report such action to the contracting authority. Failure to take corrective action with the stipulated period may result in the temporary suspension of the contract at the discretion of the Government of Guam.

19. Policy in Favor of Service-Disabled Veteran Owned Businesses

P.L. 31-115 (September 20, 2011) 5 GCA § 5011 and § 5012 In the procurement of any supply or service, (except for professional services), if such supply or service is offered by a Service-Disabled Veteran Owned Business "SDVOB", as defined in 5 GCA § 5012, that is at least fifty one percent (51%) owned by service-disabled veteran(s), and if the supply or service is available within the period that is required for the procurement, and the price for the supply or service does not exceed one hundred five percent (105%) of the lowest bidder price, a preference shall be given to that SDVOB by the Government of Guam, and the supply or service shall be purchased from said SDVOB. This shall be in addition to any other procurement benefit the SDVOB may qualify for under Guam law. A business concern is a qualified SDVOB if: (a) the business concern is licensed to do business on Guam; (b) the business concern maintains its headquarters on Guam; (c) the business concern is at least fifty-one (51%) owned by a service-disabled veteran(s) who served in the active U.S. military service, was discharged or released under honorable conditions and whose disability is service-connected as demonstrated by a DD214, and certified by an award letter from the U.S. Department of Veterans Affairs; the DD214 and Disability award letter from U.S. Department of Veterans Affairs are submitted to the Government of Guam procuring agency for every service offered; and the service disabled veteran(s) owner(s) of the business concern has filed individual tax returns on Guam for a period of at least three (3) consecutive years.

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